



SAMHSA-HRSA CENTER for INTEGRATED HEALTH SOLUTIONS

Culture of Wellness

Defining Organizational Culture: Good Luck!

“Culture is how organizations ‘do things’.” — Robbie Katanga

“Organizational culture defines a jointly shared description of an organization from within.” — Bruce Perron

**“Organizational culture is the sum of values and rituals which serve as ‘glue’ to integrate the members of the organization.”
— Richard Perrin**

**“Culture is the organization’s immune system.”
— Michael Watkins**

“It over simplifies the situation in large organizations to assume there is only one culture... and it’s risky for new leaders to ignore the sub-cultures.” — Rolf Winkler

What is Organizational Culture?

A lens through which an organization views their work

- Shared philosophy that drives decision making
- Shared value system, mission, vision, and purpose

Common language that facilitates communication internally and externally

Policies and procedures that reflect and reinforce a shared vision

Activities, services, physical, and emotional environment aligned with the vision

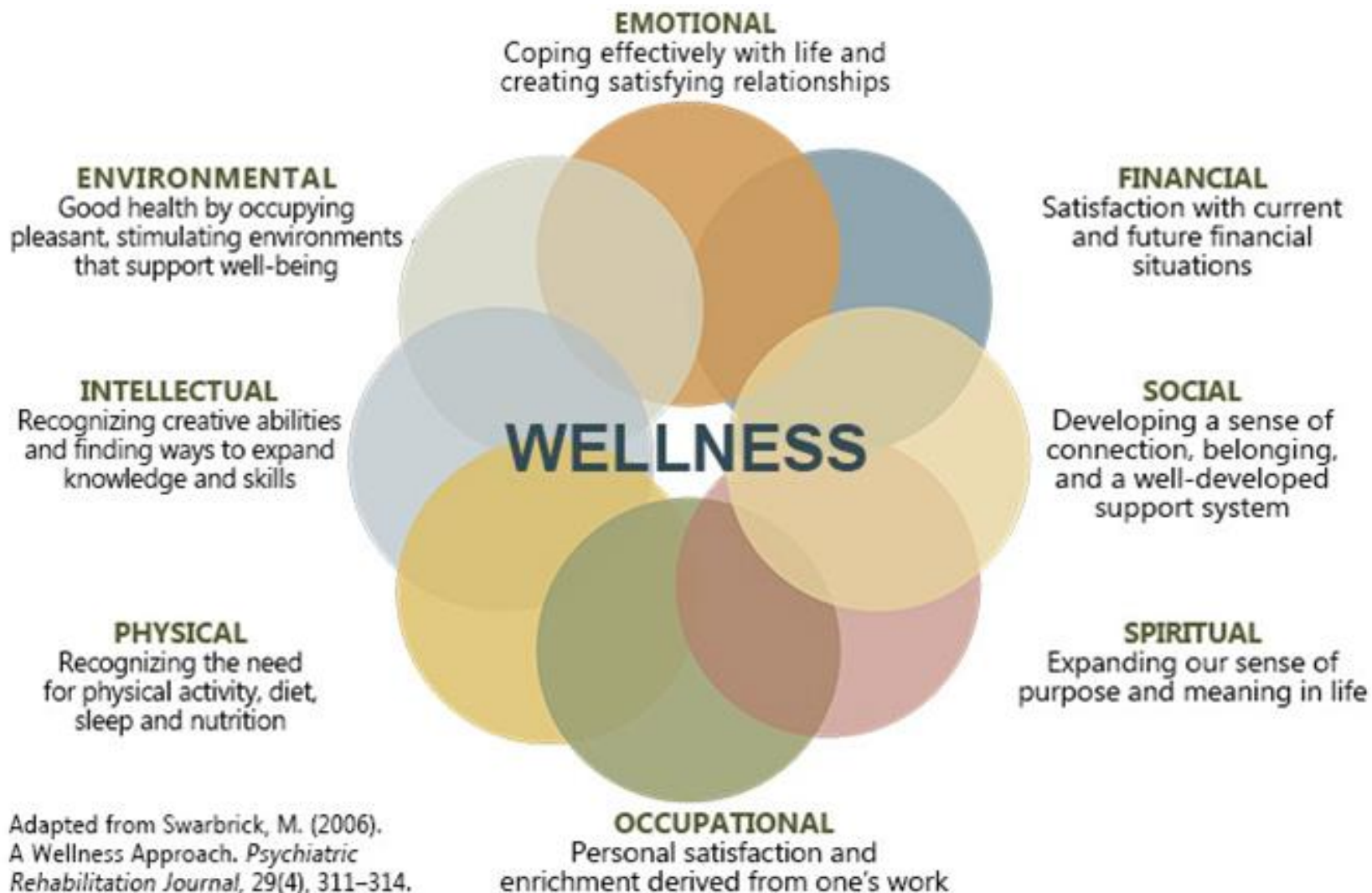
How power, authority, decision making, allocation of resources are distributed

Large Group Discussion

Imagine you have visited an organization that claims to have a first rate culture of wellness in its behavioral health system. What would you expect to see, hear, touch, read, feel?

SAMHSA Definition Wellness

Wellness means overall well-being. It includes the mental, emotional, physical, occupational, intellectual, and spiritual aspects of a person's life. Incorporating aspects of the Eight Dimensions of Wellness, such as choosing healthy foods, forming strong relationships, and exercising often, into everyday habits can help people live longer and improve quality of life. The Eight Dimensions of Wellness may also help people better manage their condition and experience recovery.



Team Work

In your individual teams, engage in an honest self-assessment process to better understand the degree to which your organization reflects the characteristics of a culture of wellness.

Let's review the Culture of Wellness Organizational Self-Assessment (COW-OSA) before each team begins.

Culture of Wellness OSA

Domains:

- Organization-Wide Wellness Team
- Person-Centered Wellness Programs
- System-Wide Focus of Leadership
- Integration of Health, Wellness with Behavioral health
- Workforce Development
- Community Connections
- Language and Messaging
- Workforce Wellness
- Organizational Policies
- Performance Evaluation and Data

Supporting Leadership to Advance PBHCI

- Managing upwards
- Appealing to different leadership styles
- Solution focused approach

The Critical Role of Peers in Creating a Culture of Wellness

The involvement and voice of people with lived experience is essential for an organization to create a culture of wellness.

Let's briefly highlight some of the roles peer providers may play in creating a culture of wellness

The Role of Peers in Advancing a Culture of Wellness

- Partners in decision making
- Promoting lived experience to activate self-management
- Peer-led wellness activities and services
- Collaboration with partnering peer organizations
- Peer provider career ladder
- Support for peer provider wellness training and supervision
- Peer and non-peer staff collaboration in service planning, coordination, and co-leadership
- Peer voice across organizational departments/workgroups/committees/board of directors

Let's Review the Scoring Guide

Let's Review the Wellness Alignment Graph

Control Chart: Example of an organization's current alignment with the characteristics of a culture of wellness

